

SENATE BILL No. 361

DIGEST OF INTRODUCED BILL

Citations Affected: IC 24-4-14.5; IC 34-30-2-96.2.

Synopsis: Access to employee restrooms. Provides that if a retail establishment has a toilet facility on its premises for the use of the retail establishment's employees, a customer, upon request, must be allowed to use the toilet facility during normal business hours if certain conditions are met, including that: (1) the customer has Crohn's disease or another medical condition requiring the customer to have immediate access to a toilet facility; (2) the toilet facility is reasonably safe for use by the customer; and (3) there is no public restroom immediately accessible to the customer. Provides immunity from civil liability for any act or omission in allowing the customer to use the employee toilet facility if all of the conditions are met, provided that the act or omission: (1) is not willful or grossly negligent; and (2) occurs in an area of the retail establishment that is not accessible to the public.

Effective: July 1, 2016.

Becker, Miller Patricia

January 11, 2016, read first time and referred to Committee on Health & Provider Services.



Second Regular Session 119th General Assembly (2016)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2015 Regular Session of the General Assembly.

SENATE BILL No. 361

A BILL FOR AN ACT to amend the Indiana Code concerning trade regulation.

Be it enacted by the General Assembly of the State of Indiana:

- 1 SECTION 1. IC 24-4-14.5 IS ADDED TO THE INDIANA CODE
2 AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2016]:
4 **Chapter 14.5. Access to Employee Restrooms for Customers**
5 **With Medical Conditions**
6 **Sec. 1. (a) The definitions set forth in this section apply**
7 **throughout this chapter.**
8 **(b) "Customer" means a person who is lawfully on the premises**
9 **of a retail establishment.**
10 **(c) "Eligible medical condition" means any of the following:**
11 **(1) Crohn's disease, ulcerative colitis, or any other**
12 **inflammatory bowel disease.**
13 **(2) Irritable bowel syndrome.**
14 **(3) Any other medical condition of an individual that requires**
15 **the individual to have immediate access to a toilet facility.**
16 **(d) "Retail establishment" means a place of business that is**
17 **open to the general public for the sale of goods or services.**



1 **Sec. 2. If a toilet facility for the use of the employees of a retail**
 2 **establishment is located on the premises of the retail establishment,**
 3 **the owner or operator of the retail establishment or an employee**
 4 **of the retail establishment shall, upon request, allow a customer to**
 5 **use the toilet facility during normal business hours if all of the**
 6 **following conditions are met:**

7 **(1) The toilet facility is reasonably safe for use by the**
 8 **customer.**

9 **(2) The customer requesting the use of the toilet facility:**

10 **(A) suffers from an eligible medical condition; or**

11 **(B) uses an ostomy device.**

12 **(3) At least three (3) employees of the retail establishment are**
 13 **working in the retail establishment when the customer**
 14 **requests use of the toilet facility.**

15 **(4) The retail establishment does not normally make the**
 16 **restroom available to the public.**

17 **(5) Providing the customer with access to the toilet facility**
 18 **does not create:**

19 **(A) an obvious health or safety risk to the customer; or**

20 **(B) an obvious security risk to the retail establishment;**

21 **because of the nature of the area in which the toilet facility is**
 22 **located.**

23 **(6) There is no public restroom that is immediately accessible**
 24 **to the customer.**

25 **Sec. 3. An owner, operator, or employee of a retail**
 26 **establishment is not civilly liable for any act or omission in**
 27 **allowing a customer that has an eligible medical condition to use a**
 28 **toilet facility under the conditions set forth in section 2 of this**
 29 **chapter if the act or omission:**

30 **(1) is not willful or grossly negligent; and**

31 **(2) occurs in an area of the retail establishment that is not**
 32 **accessible to the public;**

33 **even if the act or omission results in an injury to or the death of the**
 34 **customer or any individual other than an owner, operator, or**
 35 **employee accompanying the customer.**

36 **Sec. 4. This chapter does not require any physical changes to be**
 37 **made to an employee toilet facility located in a retail establishment.**

38 SECTION 2. IC 34-30-2-96.2 IS ADDED TO THE INDIANA
 39 CODE AS A NEW SECTION TO READ AS FOLLOWS
 40 [EFFECTIVE JULY 1, 2016]: **Sec. 96.2. IC 24-4-14.5-3 (Concerning**
 41 **acts or omissions of an owner, operator, or employee of a retail**
 42 **establishment in allowing a customer with an eligible medical**



1 **condition to use a toilet facility for employees).**

